

CANDIDATE PROFILE

Food and Beverage Director

Firefly

Nashville, Tennessee



www.fireflyliving.com

[Watch a short video here.](#)

The Organization

Founded with the vision of creating a modern private club centered on connection, experience and community, Firefly is a thoughtfully designed club community located in the greater Nashville area. Firefly was established to offer members a refined yet approachable environment that brings together elevated hospitality, outdoor recreation, wellness and social engagement. Inspired by its natural surroundings and the spirit of modern Southern living, the Club delivers a lifestyle experience that balances tradition with innovation.

Firefly is entering an exciting phase of development with significant amenity growth planned over the coming years. Food and beverage is a central pillar of the member experience and will continue to expand in scale, complexity and visibility. The Club is committed to building hospitality programs that are high quality, well structured, and sustainable, while maintaining a warm, member first culture. This growth phase presents a unique opportunity for a leader who enjoys building from the ground up and growing alongside an evolving organization.

Position Overview

The Food and Beverage Director is a senior leadership role responsible for the strategic development, operational execution and long-term growth of all food and beverage operations at Firefly. Working directly with the General Manager, this individual will serve as a key partner in shaping the Club's hospitality vision, establishing foundational systems and standards and scaling operations as new amenities and programs are introduced.

This role is ideal for a hospitality leader who thrives in startup or growth-oriented environments and understands how to build structure without sacrificing service culture. The Food and Beverage Director will be responsible for creating the frameworks, teams and processes that support exceptional member experiences today while preparing the operation for future expansion. While prior startup experience is helpful, it is not required, provided the candidate brings strong leadership skills, adaptability and a desire to grow with the role.

Responsibilities

- Strategic Leadership and Program Development
- Partner directly with the General Manager to develop and execute the long-term vision for food and beverage across all outlets and events.
- Play an active role in planning future food and beverage concepts tied to new amenities and club development.
- Establish scalable operating models that can evolve as the Club grows in membership and offerings.

OPERATIONAL EXCELLENCE AND SYSTEMS DEVELOPMENT

- Build and implement core food and beverage systems including standard operating procedures, service standards, training manuals and workflows.
- Create clear processes for scheduling, purchasing, inventory management, service execution and event operations.
- Ensure consistency, efficiency and quality across all food and beverage touchpoints.
- Oversee compliance with health, safety, sanitation and regulatory requirements.

CULINARY PARTNERSHIP AND MENU DEVELOPMENT

- Work closely with the Executive Chef to develop menus that align with Firefly's brand, member preferences and operational capabilities.
- Collaborate on menu engineering, pricing strategies and seasonal offerings.
- Ensure seamless front of house and back of house coordination to support quality, timing and presentation.
- Support culinary programming tied to member events, tastings and special experiences.
- Events and Member Experience
- Oversee all food and beverage aspects of member events, social programming and private functions.
- Partner with internal teams to elevate event execution, service flow and hospitality touchpoints.
- Continuously evaluate member feedback and engagement to refine offerings and enhance satisfaction.

FINANCIAL MANAGEMENT

- Develop and manage department budgets, forecasts and financial controls.
- Monitor labor costs, cost of goods and overall departmental performance.
- Implement cost control strategies while maintaining service quality and member experience.
- Provide regular reporting and analysis to the General Manager.

LEADERSHIP AND TALENT DEVELOPMENT

- Recruit, hire and retain a high performing food and beverage team aligned with the Club's service culture.
- Build leadership depth within the department through coaching, training and mentorship.
- Establish clear expectations, accountability structures and performance standards.
- Create onboarding and ongoing training programs that support consistency and professional growth.
- Foster a positive, respectful and engaging workplace culture that supports long term retention.

Key Characteristics

The ideal candidate is a service-driven hospitality professional with strong leadership presence and a passion for building programs, teams, and culture. This individual should be comfortable operating in a dynamic environment where systems are still being developed and where flexibility, initiative and collaboration are essential.

Qualifications

- 5-7 years of progressive food and beverage leadership experience in private clubs, luxury hospitality or high-end lifestyle environments
- Proven ability to build systems, processes and teams in a growth-oriented setting
- Success in member/guest focused environments
- Strong partnership skills with culinary leadership and executive management
- Financial acumen and experience managing complex operations
- A long-term mindset with the desire to grow with the Club as amenities and responsibilities expand

Competitive Compensation

Firefly offers a competitive compensation package commensurate with experience, along with a comprehensive benefits program. Additional details will be shared with qualified candidates during the

interview process.

To be Considered

Professionals who meet or exceed the established criteria are encouraged to send a compelling cover letter outlining their qualifications, experience, interests and why Firefly and Nashville will be beneficial for you, your family and your career along with their resume to:



Tara Osborne
Principal

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